

PROF S P GARG

A Book Review

Profile : Prof S P Garg is visiting Management Professor, Key Speaker, Mentor ,Independent Consultant, Career Coach and Author with more than forty five years of multi-dimensional/ multi-functional managerial & professional experience of management of institutions, board functions, organizational development,HRM & Training, international business, bank management, banking operations , business development, strategic planning, including overseas assignments and academics (MBA Education). Prof Garg has special interest in Strategy Management, Transformation,ChangeManagement,Leadership Development . International Business and Bank Management .

Prof. Garg is presently contributing as CHIEF PATRON& Chairman of Aask Education(Higher Education Consultancy organization), Executive Director , Jagan Institute of Management Studies(JIMS) Jaipur and Management Consultant to several startups.

Prior, Prof Garg has been Dean,Management Studies at SKIT Jaipur(2014-17) and Professor and Chairperson, MDP, Training and Consultancy with Jaipuria Institute of Management , Jaipur(2009 -14)

Prof. Garg, is an Alumnus of IIM Ahmadabad (1973) with specialization in Agri Business Management besides Post Graduate in Sciences . He is also Certified Associate of Indian Institute of Bankers (CAIIB) and Diploma in Bank Management (I).

During his corporate journey , Prof. Garg has been at various coveted positions viz .Dy General Manager Bank of Baroda, Managing Director , BOBCARDS, Chief Executive, Fiji Operations, AGM, USA, New York Operations, Regional Manager , Chief Faculty, BOB Regional Rural Banks Staff College , Chairman of Sultanpur RRB and many more .

Prof. Garg has been actively associated with academic activities as Key Speaker / Resource Person for various Training Programmes/ Seminars/ Symposium organized by various organizations/ Institutions/B-Schools and contributed as member to various Committees, Task-Forces set up by the RBI, NABARD, State Government

& other institutions/ Organizations .He has been actively associated with HRM activities at corporate level in man

power selection, training and development, talent management and career progression of young generation, Entrepreneurs and Startups with flair in Hindi.

Prof. Garg has active interest in institution & brand building, leadership development and mentoring, Corporate Social Responsibilities (CSR) activities.He Loves nature and strongly believes in creating and spreading happiness across society .His recent book “AnanadmaySafal Jeevan”(in Hindi) has been liked by the cross section of readers.

Another book ‘ VISIONARY LEADERSHIP IN CRISIS “ is another landmark for leaders, managers,entrepreneurs and all professionals

Mr Garg has very extensively travelled to various counties:USA,UK,France,Australia,NewZealand,Singapore, Thailand , Fiji and others .

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PREFACE

This book will surely take the readers from the world of VUCA which is volatility, uncertainty, complexity, and ambiguity of harsh reality to the world of vision, understanding, clarity, and agility. Now, the richest of the organizations too are fighting against the natural disaster, COVID-19. These tough times have greatly impacted global business environment involving different industries from financial services to retail, media, logistics and supply chain, manufacturing, education, professional services, health care, and life sciences. The severely impacted industrial sectors have tried to transform lifestyles, including the way people travel, shop, and stay, and there are many more. With this background, when the entire globe is in the grip of COVID- 19 Pandemic, my thoughts were igniting me to come out with a book on the subject of “*Visionary*

Leadership in Crisis” with totally different flavor, style, contents, and presentation.

The 45 years of my experience in corporate and academics, strategic management, transformation and leadership development have always been my core areas of interest. There were several occasions in my personal and professional front which initially led to the feeling of dejection and frustration, but all these situations have made me even stronger and confident to perform better with a positive attitude in crises.

The book talks about the global challenges in 21st century such as climate change, financial crises, terrorism, Brexit, demographic changes in the labor market, health/disease risk, mass migration, and rapid developments in digital technology and its impact on transformation at the workplace; managing different type of crises and converting them into opportunities of growth; it also discusses about the history of crises management of last two decades which includes the legends from the corporate world, celebrities, political leaders and social pioneers whose personal contributions and their organizational values made them possible to feel the pain of human beings in managing crises into opportunities through their personal attributes, empathetic attitude and corporate values and resources in order to design the strategies for the next 80 years of 21st century.

The book is presented in an amazingly simple lucid style so that readers could understand through effective strategies, real-world examples, case studies, and best practices on crisis management. The book will answer several key questions, which the readers are searching for so long as how to manage the crisis? Which all capabilities in terms of team, resources, processes an organization need to possess to strike a balance between local markets with that of the international market? What operational and organizational changes can companies make to improve resilience? One of the biggest challenge’s organizations are facing now is that who will be the next generation leaders? What are the specific leadership traits and mindsets leaders should cultivate in order to help them and their companies to adapt to a new normal situation? How companies can seek balance with all the stakeholders, including employees, staff, society, shareholders and the practises which need to be incorporated? What all are the main attributes required for startups/entrepreneurs? How startup ventures could sail through rough times? How can the companies make sure the wellbeing of their

stakeholders? These are some of the mindboggling questions which will surely serve as an initiative for creativity, innovation, and ultimately better responses to turbulent times.

I would also like to mention that writing this book has enriched my knowledge to great extent. During research, large number of books, articles, policynotes ,status papers, comments of thought leaders and many more by different authors were studied in detail, collected and comprehended. I am sure that this book will definitely be a guide for corporate leaders, managers, young professionals, academia, faculty, non-profit organizations, social organizations, policy makers, government agencies, entrepreneurs and others interested in the global business to adapt and make sense of contemporary markets and to strategize ahead. The book would further enable those organizations who are sufficient in terms of infrastructure, manpower, and other resources but feel uncertain, not clear, and have no roadmap of new normal to get ahead of rapid changes occurring due to crisis

These are the leaders who from their historical perspectives have predicted new world order in the field politics, industry and social sciences for the rest of 21st Century. They have taken us to the future of expectations and commitments as a part of their political, social and corporate responsibilities and business strategy. The examples of leaders who contributed to society have been covered as case studies. This is certain that the new business order will change, and the corporate world will be much more agile, productive and efficient to adjust to the new world order of business in an ever changing environment. The Indian case study has been developed as India has special significance in global perspective due to country’s population of more than 1.3 billion in corona management. The case also highlights the positive aspects of economic developments through various proactive initiatives taken by Indian government, corporates and other stake holders, despite various limiting factors.

During these unprecedented times, traditional strategies which helped leaders to reward their shareholders, sell more products would not work anymore; the need of the hour is to rethink and like the forward-thinking leaders as described in this book, to adopt a new kind of discipline, and flexibility to aggressively deploy new strategies and operational norms without throwing out existing ones entirely. The additional strategic key

inputs to keep entrepreneurs and startups sailing during these tough times and to go for new business opportunities have also been covered in the book.

The emotional and social intelligence in corporate and social life matters a lot for creating happiness. A special chapter on these aspects as covered in the book, if purposefully followed may bring transformation in all individuals for leading a satisfying life either on personal or professional level and also achieving the purpose of any organization and the leadersto make their mark and be an inspiration for the masses to spread happiness and to become authentic and responsive leaders.

With a positive note, I believe this book will be an asset for all professionals and others to understand and to lay a strong foundation with vision and core competencies to sail through the crisis by imbibing the strategies as mentioned,

My sincere gratitude to all those who have contributed to bring out this book. There may be several gaps in my writing, which only I owe. I would welcome your suggestions/ comments to endeavour to make improvements in next edition.

I would like to conclude with a quote of **Robert Frost**:

“The woods are lovely, dark and deep.

But I have promises to keep, and miles to go before I sleep.”

Happy enjoyable reading. Best wishes.

S P Garg

Chicago

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PRERELEASE COMMENTS AND APPRECIATION

“Crisis management strategies are the foundation of crisis response planning for organizations. Without a crisis management strategy, the companies are more likely to make mistakes that result in financial loss or lasting damage to the reputation and key relationships. Moreover, in the absence of a crisis strategy, any larger organizational strategy is at risk. Through a strategic lens, Strategic crisis management requires you to analyze both internal and external threats and vulnerabilities, define a strategy, execute this strategy, and update the strategy as conditions evolve.

Maintaining open communication and nurturing important relationships are key dimensions of crisis management strategies. The consequences of not having a crisis management strategy include the potential for bad decisions, incorrect or inconsistent communication, and a longer-than-necessary recovery .The book “ *Visionary Leadership in Crisis* ” by Prof S P Garg is designed perfectly. Congratulations and my best wishes.”

Dr K L Raina

**Consultant, Advisor, Visiting Professor of Business Management,
Past President @ Global Accreditation Systems ,Canada**

“In these unprecedented times of global pandemic where there is no prescribed nor tested solution to myriad problems and challenges, the only recourse is to fetch for solutions from experiences of each other faced at different times and in different situations. “*Visionary Leadership in Crisis*” by Prof S P Garg is a collection of thoughts, a treasure which has navigated into the past, has tried to capture the nature of crises historically and how organizations or the leaders responded to them for managing them well. The author has brought in insights from his vast readings and rich experiences of his long corporate tenure. Employees engagement and their motivation, cooperation and collective integrity of the organization, pro activeness and working for solutions closer to the nature or the real world are few of the suggested solutions. Ensuring happiness in individuals by any means is what Prof Garg has emphasized as the foremost solution.

A great reading by one and all. My compliments and best wishes.”

Prof (Dr) Rajiv R Thakur

**Pro Vice Chancellor
MIT WP UNIVERSITY ,Pune, India**

“Prof S.P Garg's book,” *Visionary Leadership in Crisis*” is indeed timely in the context of the problems of our crisis-ridden world.

Leadership is never a bed of roses. It is about responsibility and accountability. This exactly is the central theme of this book, which elaborates as to how great leaders need to take charge in crisis times to provide succor to employees and communities around them. I strongly recommend the book to all leaders and others in their journey to leadership.”

Dr Anil K Khandelwal

Former CMD ,Bank of Baroda

Best Selling Author “ Dare to Lead”

“I am delighted to learn that Mr S P Garg has beautifully embarked upon his another book " Visionary Leadership in Crisis at this critical time of pandemic period .Leaders in organizations are always confronted with multifold challenges ,particularly in crisis times. They have to navigate successfully with confidence, agility ,empathy towards employees and society. " Visionary Leadership in Crisis" is the perfect road map for leaders in every field to learn from the past and to chalk out future strategic crisis plan so organizations not only sustain but have a bright future .

The book captures a lot of visionary thoughts for next gen leaders to face the global challenges during and after crisis period.The author, with his rich experience in corporate and academics, has covered a lot of rich thoughts/ practices followed by corporate leaders, entrepreneurs , social sector leaders and many more during crises. Author firmly believes that every leader has to create happy moments in their organizations for every stake holder, which is ultimate goal for every leader and organization.

The book a wonderful action oriented rich content treasure : welcome read for every one. My best wishes.”

P A Sethi

Former Executive Director, Vijaya Bank & General Manager (International Banking) Bank of Baroda ,India

“I am delighted to write the pre review for the book “Strategic Leadership in Crisis Time”.by Prof S P Garg. I deem it appropriate to have a book on such a topic particularly when one can't help but be drained into the coverage made by the press and media since the novel Covid-19 is creating a turmoil in everyone's life across the globe. The book elaborates on the global challenges of the 21st century including crisis management, initiatives, next generation attributes, emotional and social intelligence, leadership, new business deals, thorough understanding of crisis and the way forward. The language used in the book is simple and lucid. It also elaborates on strategies, real- world examples, case studies and best practices on crisis management.

I hope that this book will serve not only as a primer but a descriptive guide to executives, administrators, business leaders, academicians, policy makers and many others. I am sure, this book will facilitate a fruitful learning to enable success in managing crisis and rise above it.

My best wishes to its author and I wish the readers a happy and enriched experience.”

Prof. S. Sancheti

Vice-Chancellor, SRM IST (Formerly SRM University)

Former President, Association of Indian Universities (AIU), New Delhi. India

“An excellent book written by a leader and mentor Prof.S P Garg .

He commences his book with 21 century global challenges ,elaborated crisis management concepts , and managing the crisis situations. This book” *Visionary Leadership in Crisis*” will be useful for corporate leaders, entrepreneurs, policymakers and next generation managers and faculty. This would help them handle crisis situations effectively and to establish corporate values with caring attitude . Simple and rich contents of the book, much needed for competitive and turbulent environment.

My best wishes.”

Dr P Uma

Founder & Chairperson

Unique Research and Consultancy Services (URCS),India

Visionary Leadership in Crisis situations is a vital management aspect that cannot be over emphasized. Technology and digital connect has provided industry , the wherewithal in giving boost to various e.g. Automotive sector in transport segment and to Real Estate in tourism/ hospitality sector. But it needs Management skills to create an UBER or OYO without really creating/ acquiring owned assets. Hence the role of Visionary Leadership Playmaker is vital for optimally utilizing/ developing the industrial leap in the face of 21st Century Global challenges that also includes Covid-19 pandemic. This aspect has been at the centre of this treatise highlighting the need for team building, anticipation and leadership qualities.

Prof. S.P. Garg in his book ‘*Visionary Leadership in Crisis* ’ has selected a topical theme, the global impact of Covid-19 Pandemic, its after effects and the evolutionary aspects of the systems and procedures that are likely to stabilize, hereinafter. The treatment is exemplary, with the nuts and bolts of the crises dealt in detail in the early chapters. Overt references have been made towards famous historical failures of the past e.g. Pan Am, Enron, Corus Steel-(Jaguar and Land Rover), Kodak, Xerox, to name a few. Outlining of the crisis is followed by the response attributes exhibited at all

levels, be it the global, national leaderships at Government and Corporate levels all the way down to the lowest denominator at societal base of the pyramid. This has been critically exemplified with a case study, too.

Upon diagnosis of the problem areas, Prof. Garg has elaborated upon the emerging business order that seeks to rationalise the initial adhoc responses into an improved working model. The resultant optimisation of the newly developed efficiency levels keeping an eye on the overall satisfaction levels of the entire kaleidoscopic spectrum of related agencies has also been spelt out in a vivid manner. Chapters have been thoughtfully segmented into eleven parameters of the issues sought to be focussed.

These are the aspects on which Prof. S.P. Garg has given his brilliant overall exposition in this book that has dealt beautifully on the theme of visionary leadership in crisis situations, specifically the ongoing pandemic, which is quite topical. My Best wishes.

**Dr. Vinay Mohan, BE(Chem.) MBA(Fin.) PhD, FIE
Founder Promoter, Financial and Industrial
Development Corporation, Jaipur
Honorary Chair Professor, Jayoti Vidyapeeth
Women's University, Jaipur
Ex. Chairman-cum-Managing Director,
Instrumentation Ltd. Kota (CPSU of Govt. of India)**

“The book ” *Visionary Leadership in Crisis*”by Prof S P Garg has come at the most appropriate time for our leadership and citizens. This book will be perfect guide for future challenges and how to overcome them. My best wishes to Prof Garg and strongly recommend all to read.”

**Dr. Jagat Shah
CMD - Global Network , Vibrant Markets ,
Mentor on Road ,Smart Village,India**

“ It's pleasure to read through the ideas and potential action steps presented in “*Visionary Leadership in Crisis*”. Prof S P Garg has brought all his perspective from working in large institutions and of being a teacher and mentor for many years, to the fore.

The book has core time tested ideas, at the same time puts these in a very modern current context. The linkage of leaders, leadership, their role and action in a crisis is highlighted and brought out extremely well. The current crisis of corona has been covered in some depth as also what leadership traits may be required in these times.

The principles of leadership and crisis management covered however, lend themselves to application in any crisis.

The book moves from broad perspectives to narrowing down to organisations and then in some ways to the individual. This funnel approach makes it meaningful, and relatable as well as helps in building a cohesive pattern for action taking.

Helping to not only build perspectives, the coming together of the chapters in helping build strong sustainable organizations and society makes the book very purposeful and relevant for the times.

**Bimal Rath
Entrepreneur, Author, Founder, Think Tank Services,
India**

“Leadership is essential for success of any society in any difficulty. However, it is the most important think in time of crisis. Visionary leadership can enable societies to overcome the challenges of crisis. Covid19 is a major crisis which has affected mankind. This is indeed a testing time. The response to this crisis has been varied. A few countries have handled this crisis well through right decisions at right times. There is a need to document case studies on visionary leadership. A treatise on visionary leadership can be the most important gift to world at this time. Very few people can write on such an important theme. Prof. Garg has rare expertise and exposure to write on this subject. This treatise “*Visionary leadership in Crisis* “will enable mankind to overcome challenging times through better approach. The sub-themes and the chapters of this book take the reader to the minute details of especially important issues confronting mankind. My best wishes “.

**Dr. Trilok Kumar Jain
Promoting Social Entrepreneurship and Social
Development, India**

“Crises are a part and parcel of everything we do, and business is no exception. Finding calm in the chaos and taking crisis as an opportunity to grow is what true leadership is all about. COVID-19 has challenged much of what we used to know. This has been a dress rehearsal preparing us for what lies ahead as global climate change continues to be the biggest challenge for humanity. Having said that, all of us need to be prepared for the unknown and unprecedented crisis that lies ahead of us. Crisis management is not just about handling the crisis but also how to prevent it, and I believe with the

right approach any crisis can be turned into an opportunity to grow.

This book “*Visionary Leadership in Crisis*” would be an appropriate guide on the key elements of reviving a business after a pandemic. It offers insights into the visionary strategies followed by business leaders in turning temporary crises into long term sustainability.

Best wishes to Prof. Garg and to all the future readers, or should we say, Crisis managers?”

NK Chaudhary
Founder, Jaipur Rugs, India

“The book “*VISIONARY LEADERSHIP IN CRISIS* ” is very much relevant in this context. How one can remain flexible yet balanced in decision making and can start to think about sustainability even in crisis times. Not many organizations have developed this muscle. This book shares various perspectives on how effective leadership in businesses can develop strategies for responding to the crisis and can prepare for the next normal. The book very critically analyses on how one of the greatest crisis of 21st Century, the COVID-19 pandemic has caused large-scale loss of life, severe human suffering and aggravated socio-economic crisis, thus plaguing our societies for years to come. Emphasis is also laid on the fact that how the large amount of economic uncertainty today, makes it hard for businesses & decision makers to take action. And, henceforth how to make certain choices and commit to them in the face of extreme uncertainty? Prof. Garg through this book explains very beautifully that though, we cannot prevent natural hazards or pandemics, which are endemic to our geology, geography, climate, social and cultural settings, but we can certainly strive to manage crisis more efficiently so that no crisis can cause a significant disruption to our businesses. This book is packed with tons of secrets to successful crisis management in 21st century. With a coherent and meaningful crisis management strategy in place, it is quite possible to visualize a paradigm shift in the approach to crisis management from relief measures to prevention and mitigation of plight the Employees and Organisations face in such situations. The book shares the opinion & responses of some of the best global leaders in the time of crisis. The book is an effort to amplify the speed at which organizations need to be prepared to respond, communicate, and excel in a crisis. The author put extra emphasis on Crisis Management Planning of being better equipped with the tasks, communication channels, and information they will need to deal with those threats & effectively respond to specific incidents. Developing

a robust crisis management plan helps entrepreneurs and organisations to identify potential threats and plan & strategize the prevention and mitigation measures.

“*VISIONARY LEADERSHIP IN CRISIS* ” by Mr. Garg empowers its readers to anticipate, envision, maintain flexibility and blends skills of thinking, acting and influencing to drive strategy as a learning process that will enhance an organization’s sustainable competitive advantage in crisis time. The crisis is inevitable but a well-tested thought- Tough times never last. but tough Leaders do especially in crisis times may have Inspired the author to address various unprecedented challenges for organizations in crisis time and successfully manage them today and in future by understanding the skills, mindset and tools which make these crisis realities “*VISIONARY LEADERSHIP IN CRISIS TIME*” by Prof Garg is a must read for all in any unprecedented crisis. Best wishes.”

Renu Bajpai
President

USD Consortium Of SD,T& WE, India

“I had an opportunity to go through this amazing master piece book “*Visionary leadership in Crisis*” by Prof S P Garg and I was astounded by the simplicity of language used, while covering such an intense topic. The kind of situation, we are facing at present, has jolted the whole world like anything. The gravity of the situation can be understood by one and all. Now the question that strikes everyone’s mind is, not only about the economic jerking faced by the world, but the emotional and psychological impact as well. The book penned by Prof Garg comes across as an ideal read for one and all. It covers all the relevant areas with a substantially distinguished way of writing. I highly recommend this book.”

Neha Sharma
Educator, Author & Poet, Mumbai, India

“Prof. SP Garg demonstrates Indian charm and homespun wisdom in his book “*Visionary leadership in crisis*”. I’ve read many books on leadership, and these practices aren’t very different from those described by other successful leaders. But they are definitely his spun in his unique style. He devotes a chapter to each of the leadership practices.

Prof Garg is a powerful motivational speaker, and at times his book is as gripping as his speeches. Other times, though, it reads pretty much like other leadership books written by successful leaders. Everyone who has been successful has their own thoughts about how and why India succeeded when others didn’t. This book is interesting, and reading about “*Visionary Leadership in*

Crisis” is useful to people who want to learn directly from the masters. What sets this book apart is the story of how India as a whole weathered the crisis." My Best wishes.

Kishore Sharma
Mentor, Taxila Business School ,India

“Visionary Leadership in Crisis” is an amazing book. Thank you Prof S P Garg for putting great effort in coming up with this book. Everyone all over the world is struggling to secure an income and move on with life. This book will definitely be handy and help rekindle the mind to think differently and positively by accepting the new normal. Wish you all the best and keep inspiring us always.

JanagiSupramaniam
Eager Beaver.Finding ME, Malaysia

"It takes the keenness of an academicianto view any major crisis from all perspectives and present an objective analysis of the aftermath of the unprecedented crisis of Covid-19. Prof. S.P. Garg with his vast experience has done just that by publishing this book”Visionary Leadership in Crisis’ at the most appropriate time. The book summarises the major actions taken and their impact as well as outlines what strategies could be helpful in managing similar unexpected crises in future.The book would surely be helpful to the next generation leaders in better management of global challenges."

My best wishes for the success of the book.

Prof. Jagdish Khatri
Ex-Director & Chair Holder-UNESCO Network
Chair,
Mandsaur University, India

"The book” Visionary Leadership in Crisis “ by prof S P Garg provides invaluable insights to not only survive but thrive in adverse circumstances through visionary leadership." My best wishes .

Pratap Verma
Ex Industrial & Investment Promotion Advisor
(MPIDC),Bhopal, India

Strategic leadership is an important aspect of management. It has assumed special importance in the 21st Century due to spread of the most deadly and devastating corona virus attack. It has caused severe economic and health crisis world over. Prof. S.P. Garg in his recent book on “**Visionary Leadership in Crisis**” has covered in depth the 21st Century global

challenges including the challenges posed by the current global pandemic. He has also discussed about the new business order which requires rapid but highly informed decisions to be taken by the leadership to protect their organizations by building responsive resilient supply chains with the application of artificial intelligence and machine learning. The book includes a case study on crisis management due to pandemic in India. In the book two full chapters have been devoted about crisis management in social sector organizations and in startups.

With a background of nearly five decades of professional experience of strategic planning and management in different organizations, international banking, HRM training, teaching and managerial consultancy and operational experience in various countries like U.S., India, I consider Prof. Garg one of the ablest person to undertake the task of writing this book, placing his wide experience at the disposal of both young and experienced managers and academia. I am sure the book will be a worthy addition to the existing literature in the field of strategic management.

DR. S. L. Surana
Director (Academics)
Swami Keshwanand Institute of Technology
&Management, India

Leadership is always needed to make things work. During a crisis, especially so. Which is why the book by Professor S P Garg on leadership is so needed, during this pandemic.

Prof Garg has gone into the depth of what constitutes a crisis. Because a crisis has many repercussions which are financial, physical and mental. Certain crises threaten our very existence.

The need of the hour being leadership, the book describes powerfully what leadership constitutes.

He has astutely recognized that the emerging generation needs to be groomed as leaders right away because they are indeed going to be the leaders of tomorrow. He has talked about the holistic development that leaders need to do for themselves, physically, emotionally and spiritually. He focuses on a bias for action preferring to talk about what good leaders must do, rather than only what qualities they must possess. The book stresses on the aspect of ownership, and also mentions about how everything begins with self, providing the analogy of flight attendants asking us to wear our own oxygen mask first. The book extensively lists practical tips that a leader must follow, highlighting also the extensive trust

that leaders need to build with their people for cohesion in the team and organization.

All aspects are discussed providing analogies and situations that leaders can easily relate to. The importance of communication and team building is also highlighted very well.

A wonderful aspect of the book is that after discussing what must be done during a crisis, it also highlights at length what leaders must do after their team or organization emerges from the crisis. It dwells at length on the lessons that are to be derived from a crisis and how these lessons can be gainfully used to shape the future strategy. It also mentions how for a good future, leaders need to have a proper succession plan so that the next generation of leaders is able to effectively step into their shoes. It also highlights, with a great sense of foresight, about how organizations can make themselves to be top of the game in crisis response, so that future crises may be effectively dealt with.

A brilliant aspect of this book is its recognition of emotional and social intelligence. This, as well as the role of this in happiness and the importance of happiness in the organizational perspective. Prof Garg has provided quality inputs on what emotional intelligence is all about and how the concept has evolved. He has also insightfully highlighted the importance of work life balance, and also provided inputs on how this needs to be put into practice. He brings out how emotional intelligence is not just a “feel good” factor and how it brings powerful results

Very well rounded and holistically crafted, this book is a must read for all those who wish to excel in leadership and thereby add value to their business and organization

Milind Kher

CEO at HQ, Emotional Intelligence Specialist, NLP Practitioner, Life Coach, India

Recently in an on-line Leadership Workshop, I asked the participants: “What is lacking in the leaders of the world today? I don’t just mean political leaders or leaders in the business world – leaders in any field.” And the almost unanimous response was: “We need leaders with a vision – leaders who can lead us in a crisis. We need more of Churchills, JFKs, Nelson Mandela’s, Satya Nadella’s and Indra Nooyi’s.”

And that brings us to Aditya Puri, the outgoing Chairman of India’s largest private sector bank, HDFC Bank. Aditya Puri told its 120000 employees “Not only are your jobs secure, your increment is also secure, your bonus and promotions are secure”. What better example of visionary leadership in a crisis can you look

for! An awesome reassurance to its employees! Imagine the morale of the employees; now all ready to put in discretionary efforts. When the world is reeling under the Covid-19 crisis, the way Aditya Puri has led HDFC Bank, he has elevated himself to a Level-V Leader.

And this is the shift required in our critical times. The level of agility and resiliency that these shifts require sits at the core of Industry 4.0 Innovation, with valuable assets that serve as critical levers during unexpected adversity. For this, you need Level-V Leadership.

And that’s exactly what Prof. S. P. Garg reflects in his book “**Visionary Leadership in Crisis**” when he writes that the “ecosystem can sustain only on a business of goodwill and understanding”. I would like to add ‘trust’ to this.

The COVID-19 pandemic, has led to significant disruptions on an unprecedented scale; nothing of this kind has happened after World War II.

Readers will be enchanted with the vision expressed by Prof. Garg. The current leadership crisis is a manifestation of the bigger problems which Covid-19 has brought. In this crisis, the concept of leadership is embodied through knee jerk decisions involving human security and safety. How sad.

Prof. Garg’s thoughts in his book will certainly lead to a refreshing change, emerging from the crisis.

My take home message from “**Visionary Leadership in Crisis**” is that organizations must prioritize their people.

They should transform the nature of work through intentional upskilling and reskilling efforts, empowering people even at the lowest levels to realize their potential through new ways of working. This alone can help Indian entrepreneurs and startups sailing during these tough times. This is the culture which organizations should imbibe for a great future. The future lies in “**MAKE IN INDIA in the 21st Century**”.

“**Visionary Leadership in Crisis**” is a must read book for the C-suite leaders and the future C-suite leaders in the 21st Century, wherever they are on Planet Earth.

Vivek Hattangadi

Chief Mentor, “The Enablers”, India

"Prof S P Garg’s book ‘Visionary Leadership in Crisis’ is a timely resource for leaders from the social, business and political arena. In times like today that we are faced with waves of crisis and challenges globally, it is really crucial for leaders in every arena to rethink their position and strategy. In this book, you will find ideas that will challenge and inspire you towards the next step of breakthrough for your life, business and organisation."

Joe Chan
Youth Specialist, Professional Certified Coach (PCC)
Singapore

Prof S P Garg's book 'Visionary Leadership in Crisis' is an insightful and pertinent roadmap for the leaders of the business world to handle the inevitable challenges in the current times. As a master trainer of leadership programs, I feel, this could prove to be a wind fall for the young entrepreneurs too. Best wishes."

Dr. Divya Jaitly
Managing Director
Forethought Corporate Communications
The Advanced Learning Institute, India

I am happy to note that Prof S P Garg have written a book " **VISIONARY LEADERSHIP IN CRISIS**" and the same will be released soon. As the name suggests this book will be of immense help and guidance to leaders and senior management team in the current unprecedented Pandemic crisis which the world is facing and the best of the leaders whether they are in the Private Sector or Government employee are at a loss as how to tackle the current difficult situation. The well-researched book covers all the relevant topics in lucid and easy to comprehend language and will go a long way in helping all the members of the society who are in a decision making position to handle this crisis in a much better manner. My best wishes for the grand success of this book.

Manoj Maheshwari
Board Member & Advisor ,India

"Today we are passing through turbulent times where uncertainty has become the only certainty.

While macro environmental factors are not known to be ever stable, it is the failure to foresee the change and ignoring the warning signals that has pushed the whole world into an era of uncertainty and crises. As much as that crises have become the new reality affecting every economy, every government, and every organization. Their origin need not necessarily be local or domestic for we live in an interconnected world with a fair degree of dependance on other countries, *a la COVID-19*.

Managing crises often calls for debunking the past practices and systems and adopting new ways of thinking, doing, and managing. The task is highly complex given the urgent need to both adapt and manage the existing more effectively as well as lead and prepare the organization to be ready for embracing the change to march ahead in the new world. Unforeseen

risk is inherent in the process, for the future or what next is not known. It is in this context that organizations need more than ever before visionary leaders with a team of first rated managers who can steer the organization out of crises and make it grow. It is here the timely and insightful book by Prof. S P Garg, "**Visionary Leadership in Crises**", fills in the gap in management literature and presents to business leaders and managers a "what" and "how to make business growth happen" aptly fits in. Prof Garg, a reputed business transformation facilitator and a mentor has distilled his extensive management experience and an intensive corporate experience in the form of nuggets of wisdom in the book.

The comprehensive book written in an easy to comprehend and implement style is divided into 12 chapters and has an interesting case study on India's Corona Crises. The book makes a highly purposive contribution by outlining the historical perspective to crises and how these are related to the origin of 21st global century challenges. The empirical presentation on management of crises based on the reflections by business and global leaders is a treat to read and relate to for leaders in all walks of life. Chapter 7 in essence on Making of a Next Generation (visionary) Leader lists key attributes which would act as a highly practical checklist for business leaders and HR chiefs to rate their people and invest in to groom the right persons for leadership position. My best wishes.

The dedicated chapters for the social sector organizations, entrepreneurs and startups are a crowning on the cake for all readers particularly the academics, management course students and MSMEs .

In short, the book on a contemporary global theme utilizes a proven professional management approach to deal with the unforeseen Corona crises which continues to be enveloped in uncertainty. The insightful book shares besides the concepts, the real-world examples of visionary leaders and how they successfully managed crises, supplemented by the best practices which would act as a constant source of information. A must read for those who want to stay ahead of the curve My best wishes.

Dr JD Singh
Former Director General ,Jaipuria Institute of
Management ,India
International Marketing Educator, Applied Researcher
& Consultant ,Canada

Prof. Garg's 'Visionary leadership in crisis' is a valuable book that guide the leaders operating in the VUCA

world. The intricate subject is organically interwoven by the erudite author. It makes the reader glide through the crisis. His long experience as a practising visionary leader is what makes the book much relevant to today's crisis packed uncertainties. The current global pandemic is a real testing time for the businesses and it's operators, who are cluelessly groping in dark to search the end of tunnel. The author has packaged the concepts of leadership with his pragmatic approach without losing sight of the institutional character, culture and values. I am happy that the thought leader has timely

shared his vision that would benefit the next generation of leadership.

Arvind Khode
MBA (IIM/A),Fellow ISTD
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Vadodara 390015 - India

Hope you would love to read this treasure of wisdom and capture visionary insights of global leaders.

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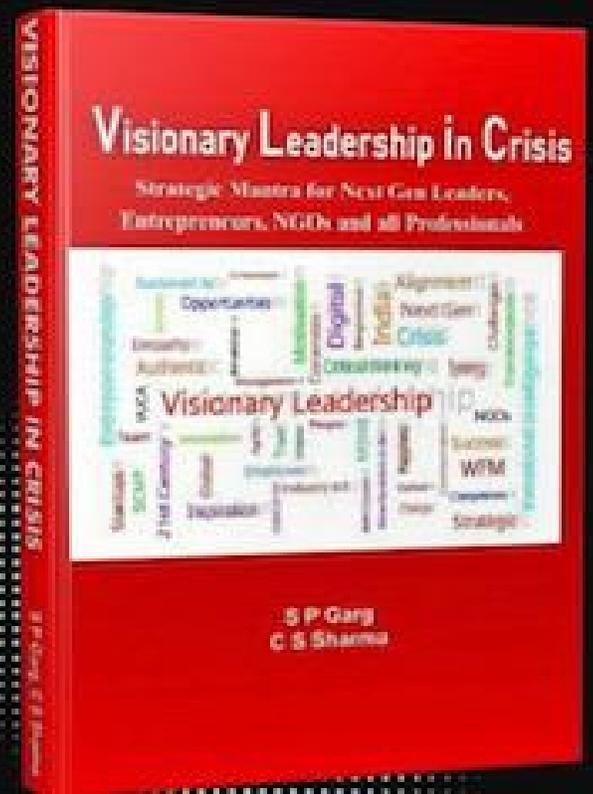
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